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GOVERNMENT OF PUNJAB

DEPARTMENT OF FINANCE
(FINANCE PERSONNEL-1 BRANCH)

NOTIFICATION

The 5th July, 2021

No. 09/01/2021-5FP1/671.- In exercise of the powers conferred by the proviso to Article 309 read with clause (3) of Article 187 of the Constitution of India and all other powers enabling him in this behalf, the Governor of Punjab, after consultation with the Speaker of the Punjab Vidhan Sabha, in so far as such consultation is necessary, in terms of the provisions of clause (3) of the said Article 187, is pleased to make the following rules, namely:-

RULES

1. Short title and commencement.- (1) These rules may be called the Punjab Civil Services (Revised Pay) Rules, 2021.

(2) They shall be deemed to have come into force on and with effect from the first day of January, 2016.

2. Application.- (1) Save as otherwise expressly provided by or under these rules, they shall apply to all the persons appointed to the services and posts in connection with the affairs of the State of Punjab and staff of the Punjab Vidhan Sabha Secretariat provided that the staff of the Punjab Vidhan Sabha shall get pay/allowances and other benefits at par with the staff of the Punjab Civil Secretariat as per provisions of rule 14 of the Punjab Vidhan Sabha Secretariat Services Rules, 2007.

(2) They shall not apply to the-

- (a) members of the All India Services serving in connection with the affairs of the State of Punjab;
- (b) Government employees recruited in the service of the State of Punjab or the Punjab Vidhan Sabha, on or after 17.07.2020, on whom pay scales, on the pattern of the Government of India are applicable;
- (c) Government employees whose scales of pay have been determined on the recommendations of the University Grants Commission;

- (d) persons not in the whole-time employment of the Government of Punjab;
- (e) persons paid out of contingencies;
- (f) persons employed on contract basis, except when the contract provides otherwise; and
- (g) persons specifically excluded wholly or in part from the operation of these rules.

3. Definitions.- In these rules, unless there is anything repugnant in the subject or context,

- (a) **“existing basic pay” or “pre-revised basic pay”** means pay drawn in the prescribed existing Pay Band and Grade Pay or pay in the existing scale including ex-gratia annual increment(s), but does not include any other type of pay like 'Special Pay', 'Non Practicing Allowance', 'Secretariat Pay' etc;
- (b) **“existing scale” or “existing Pay Band and Grade Pay”** in relation to the Government employee means the scale in respect of the post held or higher scale granted under the Assured Career Progression Scheme to him or, as the case may be, personal scale allowed to him on the 31st day of December, 2015, whether in a substantive or officiating capacity;

Explanation. In the case of a Government employee who was on the 31st day of December, 2015, on deputation out of India or on leave or on foreign service, or who would have on that date officiated in one or more lower posts, but for his officiating in a higher post, "existing scale" shall include the scale applicable to the post which he would have held, but for his being on deputation out of India or on leave or on foreign service, or , as the case may be, but for his officiating in a higher post;

- (c) **"existing emoluments"** means the sum of-
 - (i) existing basic pay as on the 31st day of December, 2015; and
 - (ii) dearness allowance appropriate to the pay in the existing basic pay;
- (d) **"Government"** means the Government of the State of Punjab in the Department of Finance;
- (e) **"Pay Matrix"** means Matrix specified in the Schedule, with Levels of pay arranged in vertical cells as assigned to corresponding existing Pay Band and Grade Pay or scale;
- (f) **"Level"** in the Pay Matrix shall mean the Level corresponding to the Pay Band and Grade Pay or scale specified in the Schedule;
- (g) **"Pay in the Level"** means pay drawn in the appropriate Cell of the Level as specified in the Schedule;
- (h) **“revised pay structure”** in relation to a post means the Pay Matrix and the Levels specified therein corresponding to the existing Pay Band and Grade Pay or scale of the post unless a different revised Level is notified separately for that post;
- (i) **“basic pay” in the revised pay structure or “revised pay”** means the pay drawn in the prescribed Level in the Pay Matrix, but does not include any other type of pay like 'Special Pay', 'Non Practicing Allowance', 'Secretariat Pay' etc.;
- (j) **“revised emoluments”** means the pay in the Level of a Government employee in the revised pay structure and includes dearness allowance; and
- (k) **“Schedule”** means the Schedule, appended to these rules.

4. **Level of posts.-** The Level of posts shall be determined in accordance with the Grade Pay assigned to the post as per the recommendations of the 5th Punjab Pay Commission notified by the Government in the year 2009.
5. **Drawl of pay in revised pay structure.-** Save as otherwise provided in these rules, a Government employee shall draw pay in the Level in the revised pay structure applicable to the post to which he is appointed.
6. **Exercise of option.-** (1) The Government employee shall exercise option in the Form appended to these rules so as to reach the authority specified in sub-rule (2), within a period of two months from the date of notification of these rules:

Provided that:- (i) in the case of a Government employee, who on the date of notification of these rules, is on Ex-India leave or on deputation or on foreign service or on active service, the option shall be exercised in the said Form so as to reach the said authority within a period of one month from the date of his taking the charge of his post under the Government of Punjab, if that date is later than the date specified in this sub-rule; and

(ii) where a Government employee is under suspension on the date of notification of these rules, the option shall be exercised within a period of one month from the date of his return to his duty, if that date is later than the date specified in this sub-rule.

- (2) The option in the Form shall be submitted by the Government employee to the Head of the Office.
- (3) If the option is not received within the time specified in sub-rule (1), the Government employee shall be deemed to have elected to be governed by the revised pay structure with effect from first day of January, 2016. The Head of the Office shall determine his pay in the revised pay structure with reference to provisions of rule 7 of these rules.
- (4) The option once exercised shall be final.

Note 1. Persons, whose services were terminated on or after the first day of January, 2016 and who could not exercise their option within the specified period, on account of discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge on disciplinary grounds, shall be entitled to the benefits under these rules, if otherwise admissible.

Note 2. Persons, who have died on or after the first day of January, 2016 and could not exercise the option within the specified period shall be deemed to have opted for the revised pay structure on and from the first day of January, 2016.

Note 3. Persons, who were on earned leave or any other leave on the first day of January, 2016, which entitled them to leave salary, shall be allowed the benefits admissible under these rules.

7. **Fixation of pay in the revised pay structure.** The basic pay of a Government employee shall, unless in any case, the Government by special order otherwise directs, be fixed in the revised pay structure in terms of the provisions of these rules in the following manner, namely:-
 - (I). **The Government Employees recruited in the service before 01.01.2016 on whom the instructions No. 7/204/2012-4FP1/66, dated 15.01.2015 (hereinafter referred to as the instructions dated 15.01.2015) are not applicable:** The revised pay shall be determined in the following manner:-
 - (a) **The posts/categories, whose Pay Band and/or Grade Pay was not re-revised after the implementation of recommendations of the 5th Punjab Pay Commission in 2009:** The pay in

the applicable Level in the Pay Matrix, as on 1st day of January, 2016 shall be the pay obtained by multiplying the existing basic pay as on 31.12.2015 by a factor of 2.59 (See Illustration No.1).

- (b) **The posts/categories, whose Pay Band and/or Grade Pay was re-revised in 2011:** Revised pay in such cases, shall be determined, as per the following two methodologies; namely:-
 - (i) **Taking into consideration the impact of re-revisions of 2011:** The pay in the applicable level in the Pay Matrix, as on the 1st day of January, 2016 shall be the pay obtained by multiplying the existing basic pay as on 31.12.2015, by a factor of 2.25.
 - (ii) **Ignoring the impact of re-revision(s) of 2011:** The second method involves calculating the notional pay of the Government employee after excluding/ignoring the re-revision(s) granted in 2011. The pay of a Government employee, as on 31.12.2015, shall be fixed notionally by excluding the benefit element of 2011 re-revision. Once the presumptive pay is worked out as on 31.12.2015, the multiplier factor of 2.59 shall be applied to arrive at the revised pay as on the first day of January, 2016.
 - (iii) The Government employee shall be at liberty to choose one of the above two methods, whichever is beneficial to him, to arrive at his revised pay (See Illustration No. 2 & 3).
- (II). **The Government Employees recruited in the service from 01.01.2016 to 16.07.2020 (both days inclusive):** The revised pay in such cases shall be determined on the same analogy, as the revised pay for the Government employees recruited in the service before 01.01.2016 has been determined. The revised pay in such cases shall be calculated as follows:-
 - (a) The date, for the purpose of fixation of revised pay, shall be the date of joining.
 - (b) **The posts/categories, whose Pay Band and/or Grade Pay was not re-revised after the implementation of recommendations of the 5th Punjab Pay Commission in 2009,** the multiplier factor shall be 2.59 of the Pay (**Basic Pay+ Grade Pay/Minimum of the Pay Band, as the case may be**) admissible on the date of joining to arrive at the revised pay of the Government employee as on the date of joining (See Illustration No. 4 & 5).
 - (c) **The posts/categories, whose Pay Band and/or Grade Pay were re-revised in 2011:**
 - (i) **Taking into consideration the impact of re-revision(s) of 2011:** The multiplier factor shall be 2.25 of the Initial Pay admissible to the Government employee on the date of joining, after including the benefit of re-revision of pay scales granted in 2011, to arrive at the revised pay of the Government employee as on the date of joining.
 - (ii) **Ignoring the impact of re-revision(s) of 2011:** The second method involves calculating the notional pay of the Government employee on the date of joining, after excluding/ignoring the impact of re-revision(s) of 2011. The notional Pay Band and Grade Pay of the Government employee, in terms of the recommendations of the 5th Punjab Pay Commission implemented in 2009, be identified, whereafter the Initial Pay corresponding to the above Grade Pay shall be determined. The multiplier factor of 2.59 will be then applied on such Initial Pay to arrive at the revised pay as on the date of joining.
 - (iii) The Government employee shall be at liberty to choose one of the above two methods i.e. 7 (II) c (i) or (ii), whichever is beneficial to him, to arrive at his revised pay (See Illustration No. 6 & 7).
 - (iv) **In case of the Government employees on whom instructions dated 15.01.2015 w.r.t. admissibility of Minimum of the Pay Band are applicable:** In such cases, the above

multiplying factor(s), after the exercise of the option by the Government employee, shall be applied on the Minimum of the Pay Band to arrive at the revised pay during the period of probation and any extensions thereof, and the same multiplying factor shall be applicable on the Initial Pay admissible on successful completion of probation (See Illustration No. 8 & 9).

- (v) The multiplying factor cannot be different for the period of probation and period of service after the successful completion of probation.

(III). **The Government Employees recruited in the service from 15.01.2015 to 31.12.2015 (both days inclusive):** The revised pay in such cases where the instructions dated 15.01.2015 are applicable with respect to Minimum of the Pay Band shall be calculated on the same analogy as for the Government employees recruited in the service of the Government of Punjab on or after 01.01.2016, as elaborated in Rule 7 (II). However, the date for the purpose of fixation of revised pay shall be 31.12.2015 in case of such Government employees (See Illustration No. 10).

(IV). The posts/categories whose Pay Band and/or Grade Pay was re-revised after the implementation of recommendations of the 5th Punjab Pay Commission in 2009 to draw parity with the posts/categories whose Pay Band and/or Grade Pay was re-revised in 2011, their pay shall also be fixed on the same analogy as elaborated in this rule.

(V). In all the above cases i.e. (I), (II), (III) and (IV), the resultant pay shall be rounded-off to the nearest rupee. This rounded-off figure shall be located in the Level, which is corresponding to the Grade Pay granted to the post in view of the 5th Punjab Pay Commission recommendations or in the Level, which is corresponding to the entitled Grade Pay in which his Pay/Presumptive Pay has been fixed with the benefit of Assured Career Progression (ACP) (See Illustration No. 11 & 12):

Provided that in case of the Government employees on whom instructions dated 15.01.2015 are applicable, only fixed emoluments after revision shall be paid during probation period and any extension thereof and the pay of such Government employees shall be fixed in Level of Pay Matrix only on successful completion of the probation period.

Note 1. If after the application of the multiplying factor, the identical figure is not available in the corresponding Level, the next higher figure close to it would be the revised pay of the concerned Government employee.

Note 2. In case of the Government employee, who is in receipt of Special Pay, Family Planning Allowance, Special Allowance or Non-Practicing Allowance (NPA) or by whatever name it may be called at the same rate or at different rates, shall draw allowances, with the revised pay in accordance with the individual notifications relating to allowances.

Note 3. Where the increment of a Government employee falls on the first day of January, 2016 he shall have the option to draw the increment in the existing scale or in the revised pay structure.

Note 4. A Government employee, who is on leave on the first day of January, 2016 and is entitled to leave salary, shall be entitled to pay in the revised pay structure from the first day of January, 2016.

Note 5. A Government employee under suspension shall continue to draw subsistence allowance based on the existing scale and his pay in the revised pay structure shall be subject to the final order on the pending disciplinary proceedings.

Note 6. Where in the fixation of pay under this rule, a Government employee, who, in the existing scale was drawing immediately before the first day of January, 2016, more pay than another Government employee junior to him in the same cadre, gets his pay fixed in the revised pay structure in a Cell lower

than that of such junior, his pay shall be stepped up to the same Cell in the revised pay structure as that of the junior.

Note 7. In case, where a senior Government employee promoted to a higher post before the first day of January, 2016, draws less pay in the revised pay structure than his junior, who is promoted to a higher post on or after the first day of January, 2016, the pay of the senior Government employee, shall be stepped up in the revised pay structure to an amount equal to the pay, as fixed for his junior in that higher post. The stepping up shall be done with effect from the date of promotion of the junior Government employee subject to the fulfillment of the following conditions, namely:-

- (a) The junior and the senior Government employees should belong to the same cadre and the posts in which they have been promoted should also be identical in the same cadre ;
- (b) The existing scale and Pay Matrix Level of the lower and higher posts in which they are entitled to draw pay should be identical ;
- (c) The senior Government employee at the time of promotion to higher level should have been drawing equal or more pay than the junior. However, no relief shall be given, if the senior Government employee exercises an option to get his pay fixation/promotion, postponed;
- (d) The anomaly should be directly as a result of application of the provisions of these rules or any other rule or order regulating pay fixation on such promotion in the revised pay structure. However, if in the lower post, the junior Government employee was drawing more pay in the existing scale than his senior by virtue of any advance increment(s) granted to him or due to any inflation in pay other than by way of normal pay fixation, the provisions of this note shall not be applied for stepping up the pay of the senior Government employee:

Provided that the benefit of stepping up of pay can be allowed to the senior second time, if the anomaly has arisen with reference to the pay of the same junior, in respect of whom, the pay of the senior was stepped up first time;

Provided further that the senior Government employee shall be entitled to earn next increment on the same date as that of his junior with respect to whom, he had got stepped up his pay.

Note. The increment of senior Government employee should not have been stopped/withheld due to penalty, or otherwise.

8. **Drawl of revised pay.** (1) The revised pay under these rules shall be drawn from the first day of July, 2021 (payable in August, 2021).
(2) The Government employee, who was on extension in service, as on 01.01.2016 or thereafter, shall not be paid any arrears, if any, for the extended period of service, due to revision of pay, as per provisions of these rules, or for any other reasons.
9. **Arrear of revised pay.** Notwithstanding anything contained in these rules, the arrears with effect from the 1st day of January, 2016 to 30th day of June, 2021 shall be paid in such manner and at such time as may be approved by the Government.
10. **Rate of increment in the revised pay structure.** The rate of increment in the revised pay structure shall be three percent of the basic pay, uniformly for all the Government employees, which is reflected in the vertical range of each Cell of the Pay Matrix (See Illustration No. 13):

Provided that a Government employee who reaches at the maximum of the Pay Matrix Level applicable to him shall no longer be granted the increment.

- 11. Date of next increment.** The next increment of a Government employee, whose pay has been fixed in the revised pay structure in accordance with rule 7 shall be granted on the date, he would have drawn his increment, had he continued in the existing scale:

Provided that the next increment of a Government employee whose pay is fixed on the first day of January, 2016 at the same stage as the one, fixed for another Government employee junior to him in the same cadre and drawing pay at a lower or equal stage than his senior in the existing scale, shall be granted on the same date as admissible to his junior, if the date of increment of the junior happens to be earlier.

Note. The increment of senior Government employee should not have been stopped/withheld due to penalty, or otherwise.

- 12. Fixation of pay on promotion.** The fixation of pay in case of promotion from one Level to another in the revised pay structure shall be made in the following manner, namely:-

- (I). the Government employee shall progress ahead on the horizontal range in Pay Matrix on Promotion/non-functional financial upgrade;
- (II). on promotion from one Level to another, the Government employee shall have an option to get his pay fixed in the higher post either from the date of his promotion or from the date of his next increment. The option may be exercised within a period of one month from the date of his promotion;
- (III). **in case, the Government employee opts to get his pay fixed on the higher post from the date of his promotion,** one increment shall be given in the Level from which the Government employee is promoted and he shall be placed at a Cell equal to the figure so arrived at in the Level of the post to which promoted, and if no such Cell is available in the Level to which he is promoted, he shall be placed at the next higher Cell in that Level. The next increment in the higher post shall be granted after completion of qualifying service of twelve months (See Illustration No. 14);
- (IV). **in case, the Government employee opts to get his pay fixed from the date of his next increment, in the Level of the post from which Government employee is promoted,** his pay shall be regulated as under:-
 - (a) From the date of promotion till his date of next increment, the Government employee shall be placed at the next higher Cell in the Level of the post to which he is promoted.
 - (b) Subsequently, on the date of next increment, in the Level of the post to which Government employee is promoted, his pay shall be re-fixed and two increments (one accrued on account of annual increment and the second accrued on account of promotion) may be granted in the Level from which the Government employee is promoted and he shall be placed, at a Cell equal to the figure so arrived, in the Level of the post to which he is promoted; and if no such Cell is available in the Level to which he is promoted, he shall be placed at the next higher Cell in that Level (See Illustration No. 15).
 - (c) The next increment in the higher post in this case shall be granted after completion of qualifying service of twelve months from the date of re-fixation;
- (V). in case a Government employee, who stands promoted during the period from 1st day of January, 2016 to the date of notification of these rules, the option may be exercised within a period of three months from the date of such notification. The option once exercised, shall be final.

- 13. Overriding effect.-** The provisions of the Punjab Civil Services Rules, Volume-I, Part-I and Volume-II, the Punjab Civil Services (Revised Scales of Pay) Rules, 1979, the Punjab Civil Services (Revised Pay)

Rules, 1988, the Punjab Civil Services (Revised Pay) Rules, 1998 and the Punjab Civil Services (Revised Pay) Rules, 2009, as amended from time to time, shall not, save as otherwise provided in these rules, apply to the cases, where pay is regulated under these rules, to the extent they are inconsistent with these rules.

- 14. Power to relax.-** Where the Government is satisfied that the operation of these rules causes undue hardship to any individual Government employee or class of Government employees, it may, by an order in writing, relax or dispense with any of the provisions of these rules to such extent and subject to such conditions, as it may consider necessary.
- 15. Interpretation.-** If any question arises relating to the interpretation of any of the provisions of these rules, the Government shall decide the same.

FORM**(See rule 6)**

(1) I, _____ hereby opt for the revised pay structure with effect from 01.01.2016.

(2) I, _____ hereby opt the multiplying factor of _____ as per Rule _____.

Signature _____

Name _____

Designation _____

iHRMS Code _____

Department/Office in which employed

UNDERTAKING

I, hereby undertake that in the event of my pay having been fixed in a manner contrary to the provisions contained in these Rules, as detected subsequently, any excess payment so made shall be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Date:

Signature _____

Place:

Name _____

Designation _____

iHRMS Code _____

Department/Office in which employed

SCHEDULE [See rules 3(e)(f)&(g)]

Pay Band and Grade Pay of GoP employees as on 01.01.2006 and corresponding Punjab Pay Matrix as recommended by the 6th PPC applicable w.e.f. 01.01.2016.
(Referred to in para 6.21 of the report)

Pay Band 19AC		4800-15600 (PB 1)										5010-35200 (PB 2)										10300-34800 (PB 3)										15000-39100 (PB 4)										37400-47000 (PB 5)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
Grade Pay	Initial Pay	1500	1600	1650	1680	1700	1750	1800	1850	1900	1950	2000	2050	2100	2150	2200	2250	2300	2350	2400	2450	2500	2550	2600	2650	2700	2750	2800	2850	2900	2950	3000	3050	3100	3150	3200	3250	3300	3350	3400	3450	3500	3550	3600	3650	3700	3750	3800	3850	3900																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																													
Group	D	D	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C

[illegible]

Pay Band 5PPC		4900-10680 (PB-1)		
Grade Pay	1300	1400	1650	1800
Initial Pay	6200	6700	6950	7100
Group	D	D	D	D
Index			2.59	2.59
Level as per 6th PPC	0	0	1	2
1	0	0	18000	18400
2	0	0	18500	19000
3	0	0	19100	19600
4	0	0	19700	20200
5	0	0	20300	20800
6	0	0	20900	21400
7	0	0	21500	22000
8	0	0	22100	22700
9	0	0	22800	23400
10	0	0	23500	24100
11	0	0	24200	24800
12	0	0	24900	25500
13	0	0	25600	26300
14	0	0	26400	27100
15	0	0	27200	27900
16	0	0	28000	28700
17	0	0	28800	29600
18	0	0	29700	30500
19	0	0	30600	31400
20	0	0	31500	32300
21	0	0	32400	33300
22	0	0	33400	34300
23	0	0	34400	35300
24	0	0	35400	36400
25	0	0	36500	37500
26	0	0	37600	38600
27	0	0	38700	39800
28	0	0	39900	41000

29	0	0	41100	42200
30	0	0	42300	43500
31	0	0	43600	44800
32	0	0	44900	46100
33	0	0	46200	47500
34	0	0	47600	48900
35	0	0	49000	50400
36	0	0	50500	51900
37	0	0	52000	53500
38	0	0	53600	55100
39	0	0	55200	56800
40	0	0	56900	58500

Pay Band 5910-20200 (PB-2)						
5th PPC						
Grade Pay	1900	1950	2000	2400	2800	3000
Initial Pay	7810	7960	8240	9880	11170	11470
Group	C	C	C	C	C	C
Index	2.59	2.59	2.59	2.59	2.59	2.59
Level as per 6th PPC	3	4	5	6	7	8
1	20200	20600	21300	25600	28900	29700
2	20800	21200	21900	26400	29800	30600
3	21400	21800	22600	27200	30700	31500
4	22000	22500	23300	28000	31600	32400
5	22700	23200	24000	28800	32500	33400
6	23400	23900	24700	29700	33500	34400
7	24100	24600	25400	30600	34500	35400
8	24800	25300	26200	31500	35500	36500
9	25500	26100	27000	32400	36600	37600
10	26300	26900	27800	33400	37700	38700
11	27100	27700	28600	34400	38800	39900
12	27900	28500	29500	35400	40000	41100
13	28700	29400	30400	36500	41200	42300
14	29600	30300	31300	37600	42400	43600
15	30500	31200	32200	38700	43700	44900
16	31400	32100	33200	39900	45000	46200
17	32300	33100	34200	41100	46400	47600
18	33300	34100	35200	42300	47800	49000
19	34300	35100	36300	43600	49200	50500
20	35300	36200	37400	44900	50700	52000
21	36400	37300	38500	46200	52200	53600
22	37500	38400	39700	47600	53800	55200
23	38600	39600	40900	49000	55400	56900
24	39800	40800	42100	50500	57100	58600
25	41000	42000	43400	52000	58800	60400
26	42200	43300	44700	53600	60600	62200
27	43500	44600	46000	55200	62400	64100

28	44800	45900	47400	56900	64300	66000
29	46100	47300	48800	58600	66200	68000
30	47500	48700	50300	60400	68200	70000
31	48900	50200	51800	62200	70200	72100
32	50400	51700	53400	64100	72300	74300
33	51900	53300	55000	66000	74500	76500
34	53500	54900	56700	68000	76700	78800
35	55100	56500	58400	70000	79000	81200
36	56800	58200	60200	72100	81400	83600
37	58500	59900	62000	74300	83800	86100
38	60300	61700	63900	76500	86300	88700
39	62100	63600	65800	78800	88900	91400
40	64000	65500	67800	81200	91600	94100

Pay Band									
5th PPC									
10300-34800 (PB-3)									
Grade Pay	3200	3600	3800	4200	4400	4600	4800	5000	5400
Initial Pay	13500	14430	14590	16290	17420	18030	18250	18450	20300
Group	C	C	B	B	B	B	B	A	A
Index	2.64	2.64	2.64	2.64	2.64	2.64	2.64	2.64	2.64
Level as per 6th PPC	9	10	11	12	13	14	15	16	17
1	35600	38100	38500	43000	46000	47600	48200	48700	53600
2	36700	39200	39700	44300	47400	49000	49600	50200	55200
3	37800	40400	40900	45600	48800	50500	51100	51700	56900
4	38900	41600	42100	47000	50300	52000	52600	53300	58600
5	40100	42800	43400	48400	51800	53600	54200	54900	60400
6	41300	44100	44700	49900	53400	55200	55800	56500	62200
7	42500	45400	46000	51400	55000	56900	57500	58200	64100
8	43800	46800	47400	52900	56700	58600	59200	59900	66000
9	45100	48200	48800	54500	58400	60400	61000	61700	68000
10	46500	49600	50300	56100	60200	62200	62800	63600	70000
11	47900	51100	51800	57800	62000	64100	64700	65500	72100
12	49300	52600	53400	59500	63900	66000	66600	67500	74300
13	50800	54200	55000	61300	65800	68000	68600	69500	76500
14	52300	55800	56700	63100	67800	70000	70700	71600	78800
15	53900	57500	58400	65000	69800	72100	72800	73700	81200
16	55500	59200	60200	67000	71900	74300	75000	75900	83600
17	57200	61000	62000	69000	74100	76500	77300	78200	86100
18	58900	62800	63900	71100	76300	78800	79600	80500	88700
19	60700	64700	65800	73200	78600	81200	82000	82900	91400
20	62500	66600	67800	75400	81000	83600	84500	85400	94100
21	64400	68600	69800	77700	83400	86100	87000	88000	96900
22	66300	70700	71900	80000	85900	88700	89600	90600	99800
23	68300	72800	74100	82400	88500	91400	92300	93300	102800
24	70300	75000	76300	84900	91200	94100	95100	96100	105900
25	72400	77300	78600	87400	93900	96900	98000	99000	109100

26	74600	79600	81000	90000	96700	99800	100900	102000	112400
27	76800	82000	83400	92700	99600	102800	103900	105100	115800
28	79100	84500	85900	95500	102600	105900	107000	108300	119300
29	81500	87000	88500	98400	105700	109100	110200	111500	122900
30	83900	89600	91200	101400	108900	112400	113500	114800	126600
31	86400	92300	93900	104400	112200	115800	116900	118200	130400
32	89000	95100	96700	107500	115600	119300	120400	121700	134300
33	91700	98000	99600	110700	119100	122900	124000	125400	138300
34	94500	100900	102600	114000	122700	126600	127700	129200	142400
35	97300	103900	105700	117400	126400	130400	131500	133100	146700
36	100200	107000	108900	120900	130200	134300	135400	137100	151100
37	103200	110200	112200	124500	134100	138300	139500	141200	155600
38	106300	113500	115600	128200	138100	142400	143700	145400	160300
39	109500	116900	119100	132000	142200	146700	148000	149800	165100
40	112800	120400	122700	136000	146500	151100	152400	154300	170100

Pay Band									
5th PPC									
15600-39100 (PB-4)									
Grade Pay	5400	5700	6000	6600	7400	7600	7800	8200	8400
Initial Pay	21000	22820	24140	25250	31120	31320	34260	40130	43070
Group	A	A	A	A	A	A	A	A	A
Index	2.67	2.67	2.67	2.67	2.67	2.67	2.67	2.67	2.67
Level as per 6th PPC	18	19	20	21	22	23	24	25	26
1	56100	60900	64500	67400	83100	83600	91500	107100	115000
2	57800	62700	66400	69400	85600	86100	94200	110300	118500
3	59500	64600	68400	71500	88200	88700	97000	113600	122100
4	61300	66500	70500	73600	90800	91400	99900	117000	125800
5	63100	68500	72600	75800	93500	94100	102900	120500	129600
6	65000	70600	74800	78100	96300	96900	106000	124100	133500
7	67000	72700	77000	80400	99200	99800	109200	127800	137500
8	69000	74900	79300	82800	102200	102800	112500	131600	141600
9	71100	77100	81700	85300	105300	105900	115900	135500	145800
10	73200	79400	84200	87900	108500	109100	119400	139600	150200
11	75400	81800	86700	90500	111800	112400	123000	143800	154700
12	77700	84300	89300	93200	115200	115800	126700	148100	159300
13	80000	86800	92000	96000	118700	119300	130500	152500	164100
14	82400	89400	94800	98900	122300	122900	134400	157100	169000
15	84900	92100	97600	101900	126000	126600	138400	161800	174100
16	87400	94900	100500	105000	129800	130400	142600	166700	179300
17	90000	97700	103500	108200	133700	134300	146900	171700	184700
18	92700	100600	106600	111400	137700	138300	151300	176900	190200
19	95500	103600	109800	114700	141800	142400	155800	182200	195900
20	98400	106700	113100	118100	146100	146700	160500	187700	201800
21	101400	109900	116500	121600	150500	151100	165300	193300	207900
22	104400	113200	120000	125200	155000	155600	170300	199100	
23	107500	116600	123600	129000	159700	160300	175400	205100	
24	110700	120100	127300	132900	164500	165100	180700		
25	114000	123700	131100	136900	169400	170100	186100		
26	117400	127400	135000	141000	174500	175200	191700		
27	120900	131200	139100	145200	179700	180500	197500		

28	124500	135100	143300	149600	185100	185900	203400
29	128200	139200	147600	154100	190700	191500	
30	132000	143400	152000	158700	196400	197200	
31	136000	147700	156600	163500	202300	203100	
32	140100	152100	161300	168400			
33	144300	156700	166100	173500			
34	148600	161400	171100	178700			
35	153100	166200	176200	184100			
36	157700	171200	181500	189600			
37	162400	176300	186900	195300			
38	167300	181600	192500	201200			
39	172300	187000	198300				
40	177500	192600					

Pay Band**5th PPC****37400-67000 (PB-5)**

Grade Pay	8600	8700	8800	8900	10000
Initial Pay	46000	46100	46200	48590	54700
Group	A	A	A	A	A
Index	2.67	2.67	2.67	2.67	2.72
Level as per 6th PPC	27	28	29	30	31
1	122800	123100	123400	129700	148800
2	126500	126800	127100	133600	153300
3	130300	130600	130900	137600	157900
4	134200	134500	134800	141700	162600
5	138200	138500	138800	146000	167500
6	142300	142700	143000	150400	172500
7	146600	147000	147300	154900	177700
8	151000	151400	151700	159500	183000
9	155500	155900	156300	164300	188500
10	160200	160600	161000	169200	194200
11	165000	165400	165800	174300	200000
12	170000	170400	170800	179500	206000
13	175100	175500	175900	184900	212200
14	180400	180800	181200	190400	218600
15	185800	186200	186600	196100	
16	191400	191800	192200	202000	
17	197100	197600	198000	208100	
18	203000	203500	203900	214300	
19	209100	209600	210000		

Illustration-1**[See rule 7 (I) (a)]**

A Government Employee drawing Basic Pay on 31.12.2015 of Rs.55040/- (46340+8700)

(pay not re-revised in 2011):

1	Existing Pay Band	PB – 5 (37400-67000)	Pay Band (5th PPC)	37400-67000
2	Existing Grade Pay	8700	Grade Pay	8700
3	Existing Basic Pay (Pay in Pay Band + Grade Pay) (31.12.2015)	55040 (46340+8700)	Level (6th PPC)	28
			Cell 1	123100
4	Pay after multiplication by factor of 2.59 (55040*2.59)	142553.60 (Rounded-off to 142554)	Cell 2	126800
			Cell 5	138500
5	Level Corresponding to Grade Pay 8700	Level-28	Cell 6	142700
6	Revised pay in Pay Matrix (either equal to or next higher to 142554 in Level 28 as per Rule 7-V) as on 01.01.2016	Rs. 142700	Cell 7	147000

Illustration-2**[See Rule 7 (I) (b) (iii)]**

A Government employee was appointed on 01.09.2013 in the scale of 10300-34800 +3200
Grade Pay (pay re-revised in 2011):

1	Date of Joining	01.09.2013
2	Pay Band as per 5th PPC	PB-2 (5910-20200)
3	Grade Pay as per 5th PPC	1900
4	Pay Band after re-revision in the year 2011	PB-2 (5910-20200) PB-3(10300-34800)
5	Grade Pay after re-revision in the year 2011	2400 as on 01.10.2011 3200 as on 01.12.2011
6	Level corresponding to 1900 Grade Pay as per 6thPPC	Level -3

Method -1: Pay drawn as on 31.12.2015

Date	Pay in Pay Band	Grade Pay	Basic Pay	Remarks
01.09.2013	10300	3200	13500	Initial Pay
01.09.2014	10710	3200	13910	Annual Increment
01.09.2015	11130	3200	14330	Annual Increment
14330*2.25= 32242.5 rounded off to nearest Rupee i.e. Rs. 32243				

Method -2: Notional Pay as on 31.12.2015

Date	Pay in Pay Band	Grade Pay	Basic Pay	Remarks
01.09.2013	5910	1900	7810	Initial Pay
01.09.2014	6150	1900	8050	Annual Increment
01.09.2015	6400	1900	8300	Annual Increment
8300*2.59= 21497 rounded off to nearest Rupee i.e. Rs. 21497				

If the Government employee chooses the multiplication factor of 2.25 as on 01.01.2016, the revised pay will be fixed at level corresponding to Rs.1900 Grade Pay in the Pay Matrix i.e. Level 3 [as per Rule7-(V)]

Revised Pay in Pay Matrix (either equal to or next higher to Rs. 32243 in Level 3) as on 01.01.2016:Rs. 32300

Pay Band (5th PPC)	5910-20200
Grade Pay	1900
Level (6th PPC)	3
Cell 1	20200
Cell 2	20800
Cell 16	31400
Cell 17	32300
Cell 18	33300

Illustration-3**[See Rule 7 (I) (b) (iii)]**

A Government Employee was appointed on 01.09.2013 in the scale of 10300-34800 +5000
Grade Pay (pay re-revised in 2011):

Date of Joining	01.09.2013
Pay Band as per 5th PPC	PB-3 (10300-34800)
Grade Pay as per 5th PPC	4400
Pay Band after re-revision in the year 2011	PB-3 (10300-34800)
Grade Pay after re-revision in the year 2011	5000 as on 01.12.2011
Level corresponding to 4400 Grade Pay as per 6th PPC	Level -13

Method-1: Pay drawn as on 31.12.2015

Date	Pay in Pay Band	Grade Pay	Basic Pay	Remarks
01.09.2013	13450	5000	18450	Initial Pay
01.09.2014	14010	5000	19010	Annual Increment
01.09.2015	14590	5000	19590	Annual Increment
19590*2.25= 44077.50 rounded off to nearest Rupee i.e. Rs. 44078				

Method -2: Notional Pay as on 31.12.2015

Date	Pay in Pay Band	Grade Pay	Basic Pay	Remarks
01.09.2013	13020	4400	17420	Initial Pay
01.09.2014	13550	4400	17950	Annual Increment
01.09.2015	14090	4400	18490	Annual Increment
18490*2.59= 47889.10 rounded off to nearest Rupee i.e. Rs. 47889				

If the Government employee chooses the multiplication factor of 2.59 as on 01.01.2016, the revised pay will be fixed at level corresponding to Rs.4400 Grade Pay in the Pay Matrix i.e. Level 13 [as per Rule7-(V)]

**Revised Pay in Pay Matrix (either equal to or next higher to Rs. 47889 in Level 13) as on 01.01.2016:
Rs. 48800**

Pay Band (5th PPC)	10300-34800
Grade Pay	4400
Level (6th PPC)	13
Cell 1	46000
Cell 2	47400
Cell 3	48800
Cell 4	50300
Cell 5	51800

Illustration-4**[See Rule 7 (II) (b)]**

A Government Employee was appointed on 01.09.2016 in the scale of 15600-39100+5400 Grade Pay (Pay not re-revised in 2011) and instructions dated 15.01.2015 are not applicable.

1	Pay Band as per 5th PPC	PB - 4 (15600-39100)	Pay Band (5th PPC)	15600-39100
2	Grade Pay as per 5th PPC	5400	Grade Pay	5400
3	Initial Pay on Grade Pay 5400 (Pay in Pay Band + Grade Pay)	21000	Level (6th PPC)	18
4	Multiplication of initial pay in Grade Pay of 5400 i.e. 21000*2.59	54390	Cell 1	56100
5	Level Corresponding to Grade Pay 5400	Level 18	Cell 2	57800
6	Revised Pay in Pay Matrix (either equal to or next higher to 54390 in Level 18 as per Rule 7-V) on date of Joining.	Rs. 56100	Cell 3	59500

Illustration-5**[See Rule 7 (II) (b)]**

A Government Employee was appointed on 01.09.2016 in the scale of 15600-39100+5400 Grade Pay (Pay not re-revised in 2011) and instructions dated 15.01.2015 are applicable.

1	Pay Band as per 5th PPC	PB - 4 (15600-39100)	Pay Band (5th PPC)	15600-39100
2	Grade Pay as per 5th PPC	5400	Grade Pay	5400
3	Initial Pay on Grade Pay 5400	21000	Level (6th PPC)	18
4	Revised fixed emoluments as on 01.09.2016 (during the probation period and any extensions thereof) (15600*2.59)	Rs. 40404	Cell 1	56100
5	Multiplication of initial pay in Grade Pay of 5400 (on completion of probation) (21000*2.59)	54390	Cell 2	57800
6	Level Corresponding to Grade Pay 5400	Level 18	Cell 3	59500
7	Revised Pay in Pay Matrix (either equal to or next higher to Rs. 54390 in Level 18 as per proviso under rule 7-(V) after successful completion of probation	Rs. 56100	Cell 4	61300

Illustration-6

[See Rule 7 (II) (c) (iii)]

A Government Employee was appointed on 01.09.2016 in the scale of 10300-34800 +3200 Grade Pay (Pay re-revised in 2011) and instructions dated 15.01.2015 are not applicable

1	Date of Joining	01.09.2016
2	Pay Band as per 5thPPC	PB-2 (5910-20200)
3	Grade Pay as per 5th PPC	1900
4	Pay Band after re-revision in the year 2011	PB-2 (5910-20200) PB-3(10300-34800)
5	Grade Pay after re-revision in the year 2011	2400 as on 01.10.2011 3200 as on 01.12.2011
6	Initial Pay on Grade Pay 1900	7810
7	Initial Pay on Grade Pay 3200	13500
8	Level corresponding to 1900 Grade Pay as per 6th PPC	Level -3

Step-1 Selection of Multiplier Factor:

Method-1 Multiplication of Initial Pay in Grade Pay 3200 i.e. $13500 \times 2.25 = \text{Rs. } 30375$

Method-2 Multiplication of Initial Pay in Grade Pay 1900 i.e. $7810 \times 2.59 = 20227.90$ rounded off to nearest Rupee i.e. Rs. 20228

Step-2 If the Government employee chooses the multiplication factor of 2.25 as on 01.09.2016, the revised pay will be fixed at level corresponding to Rs.1900 Grade Pay in the Pay Matrix i.e. Level 3 [as per Rule7-(V)]

Step-3 Revised Pay in Pay Matrix (either equal to or next higher to Rs. 30375 in Level 3 as per Rule 7-V) as on 01.09.2016: Rs. 30500

Pay Band (5th PPC)	5910-20200
Grade Pay	1900
Level (6th PPC)	3
Cell 1	20200
Cell 2	20800
Cell 14	29600
Cell 15	30500
Cell 16	31400

Illustration-7**[See Rule 7 (II) (c) (iii)]**

A Government Employee was appointed on 01.09.2016 in the scale of 10300-34800 +5000 Grade Pay (Pay Scale re-revised in 2011) and instructions dated 15.01.2015 are not applicable.

1	Date of Joining	01.09.2016
2	Pay Band as per 5th PPC	PB-3(10300-34800)
3	Grade Pay as per 5th PPC	4400
4	Pay Band after re-revision in the year 2011	PB-3(10300-34800)
5	Grade Pay after re-revision in the year 2011	5000 as on 01.12.2011
6	Initial Pay on Grade Pay 4400	17420
7	Initial Pay on Grade Pay 5000	18450
8	Level corresponding to 4400 Grade Pay as per 6th PPC	Level -13
Step-1 Selection of Multiplier Factor: Method-1 Multiplication of Initial Pay in Grade Pay 5000 i.e. $18450 \times 2.25 = 41512.50$ rounded-off to nearest Rupee i.e. Rs.41513 Method-2 Multiplication of Initial Pay in Grade Pay 4400 i.e. $17420 \times 2.59 = 45117.80$ rounded-off to nearest Rupee i.e. Rs. 45118		
Step-2	If the Government employee chooses the multiplication factor of 2.59 as on 01.09. 2016, the revised pay will be fixed at level corresponding to Rs.4400 Grade Pay in the Pay Matrix i.e. Level 13 [as per Rule 7-(V)]	Pay Band (5th PPC) 10300-34800
		Grade Pay 4400
		Level (6th PPC) 13
Step-3	Revised Pay in Pay Matrix (either equal to or next higher to Rs. 45118 in Level 13 as per Rule 7-V) as on 01.09.2016: Rs.46000	Cell 1 46000
		Cell 2 47400
		Cell 3 48800
		Cell 4 50300
		Cell 5 51800

Illustration-8**[See Rule 7 (II) (c) (iv)]**

A Government Employee was appointed in the scale of 10300-34800 +3200

Grade Pay (Pay Scale re-revised in 2011) on 01.10.2016 and instructions of 15.01.2015 are applicable.

1	Date of Joining	01.10.2016
2	Pay Band as per 5th PPC	PB-2 (5910-20200)
3	Grade Pay as per 5th PPC	1900
4	Pay Band after re-revision in the year 2011	PB-2 (5910-20200) PB-3(10300-34800)
5	Grade Pay after re-revision in the year 2011	2400 as on 01.10.2011 3200 as on 01.12.2011
6	Initial Pay on Grade Pay 1900	7810
7	Initial Pay on Grade Pay 3200	13500
8	Level corresponding 1900 Grade Pay as per 6th PPC	Level -3

Step-1 Selection of Multiplier Factor:**Method-1** Multiplication of Initial Pay in Grade Pay 3200 i.e. $13500 \times 2.25 = \text{Rs. } 30375$ **Method-2** Multiplication of Initial Pay in Grade Pay 1900 i.e. $7810 \times 2.59 = 20227.90$ rounded-off to nearest Rupee i.e. Rs. 20228

Step-2	If the Government employee chooses the multiplication factor of 2.25, the revised pay will be fixed at level corresponding to Rs.1900 Grade Pay in the Pay Matrix i.e. Level 3 [as per Rule 7-(V)]	Pay Band (5th PPC)	5910-20200
		Grade Pay	1900

(a) Revised fixed emoluments as on 01.10.2016 (during the probation period and any extensions thereof) (10300×2.25)	Rs. 23175	Level (6th PPC)	3
		Cell 1	20200
(b) On successful completion of probation:		Cell 2	20800
- The Revised pay will be fixed in Level corresponding to Grade Pay 1900 in Pay Matrix (as per proviso to Rule 7-(V))	Rs. 30500	Cell 14	29600
		Cell 15	30500
- Revised Pay in Pay Matrix (either equal to or next higher to Rs. 30375) in Level 3		Cell 16	31400

Illustration-9**[See Rule 7 (II) (c) (iv)]**

A Government Employee was appointed in the scale of 10300-34800 +5000 Grade Pay (Pay re-revised in 2011) on 01.10.2016 and instructions dated 15.01.2015 are applicable.

1	Date of Joining	01.10.2016
2	Pay Band as per 5th PPC	PB-3(10300-34800)
3	Grade Pay as per 5th PPC	4400
4	Pay Band after re-revision in the year 2011	PB-3(10300-34800)
5	Grade Pay after re-revision in the year 2011	5000 as on 01.12.2011
6	Initial pay on Grade Pay 4400	17420
7	Initial pay on Grade Pay 5000	18450
8	Level corresponding to 4400 Grade Pay as per 6th PPC	Level -13

Step-1 Selection of Multiplier Factor:

Method-1 Multiplication of Initial Pay in Grade Pay 5000 i.e. $18450 \times 2.25 = 41512.50$ rounded-off to nearest Rupee i.e. Rs. 41513

Method-2 Multiplication of Initial Pay in Grade Pay 4400 i.e. $17420 \times 2.59 = 45117.80$ rounded-off to nearest Rupee i.e. Rs. 45118

Step-2 If the Government employee chooses Pay Band (5th PPC) 10300-34800 the multiplication factor of 2.59, the revised pay will be fixed at level corresponding to Rs.4400 Grade Pay in the Pay Matrix i.e. Level 13 [as per Rule7-(V)]

(a) Revised fixed emoluments as on 01.10.2016(during the period of probation and any extensions thereof) 10300×2.59)	Rs. 26677	Grade Pay	4400
		Level (6th PPC)	13
b)On successful completion of probation: -The Revised pay will be fixed in Level corresponding to Grade Pay 4400 in Pay Matrix in Level 13 (as per proviso under rule 7-(V)) - Revised Pay in Pay Matrix (either equal to or next higher to 45118) in Level 13	Rs.46000	Cell 1	46000
		Cell 2	47400
		Cell 3	48800
		Cell 4	50300
		Cell 5	51800

Illustration-10**[See Rule 7 (III)]**

A Government Employee was appointed in the scale of 10300-34800 +3200 Grade Pay (pay re-revised in 2011) on 01.10.2015 and instructions dated 15.01.2015 are applicable:

1	Date of Joining	01.10.2015
2	Pay Band as per 5th PPC	PB-2 (5910-20200)
3	Grade Pay as per 5th PPC	1900
4	Pay Band after re-revision in the year 2011	PB-2 (5910-20200) PB-3(10300-34800)
5	Grade Pay after re-revision in the year 2011	2400 as on 01.10.2011 3200 as on 01.12.2011
6	Initial Pay on Grade Pay 1900	7810
7	Initial Pay on Grade Pay 3200	13500
8	Level corresponding to 1900 Grade Pay as per 6th PPC	Level -3

Step-1 Selection of Multiplier Factor:

Method-1 Multiplication of Initial Pay in Grade Pay 3200 i.e. $13500 \times 2.25 = \text{Rs. } 30375$

Method-2 Multiplication of Initial Pay in Grade Pay 1900 i.e. $7810 \times 2.59 = 20227.90$ rounded-off to nearest Rupee i.e. Rs.20228

Step-2 If the Government employee chooses the multiplication factor of 2.25, the revised pay will be fixed at level corresponding to Rs.1900 Grade Pay in the Pay Matrix i.e. Level 3 [as per Rule7-(V)]		Pay Band 5910-20200 (5th PPC)
(a) Revised fixed emoluments on 01.01.2016 (during the probation period and extensions thereof) (10300×2.25)	Rs. 23175	Grade Pay 1900
		Level (6th PPC) 3
(b) On successful completion of probation: - The Revised pay will be fixed in Level corresponding to Grade Pay 1900 in Pay Matrix at Level 3 (as per proviso under rule 7-(V)) - Revised Pay in Pay Matrix (either equal to or next higher to 30375) in Level 3	Rs. 30500	Cell 1 20200
		Cell 2 20800
		Cell 14 29600
		Cell 15 30500
		Cell 16 31400

Illustration-11**[See Rule 7 (V)]**

A Government Employee was appointed on 07.08.2007 in the scale of 10300-34800 +4400
Grade Pay (Pay re-revised in 2011)

1	Date of Joining	07.08.2007
2	Pay Band as per 5th PPC	PB-3 (10300-34800)
3	Grade Pay as per 5th PPC	4400
4	Pay Band after re-revision in the year 2011	PB-3(10300-34800)
5	Grade Pay after re-revision in the year 2011	5000 as on 01.12.2011
6	Level corresponding to 4400 Grade Pay as per 6th PPC	Level -13

Method-1: Pay drawn as on 31.12.2015

Date	Pay in Pay Band	Grade Pay	Basic Pay	Remarks
07.08.2007	13020	4400	17420	Initial Pay
01.08.2008	13550	4400	17950	Annual Increment
01.08.2009	14090	4400	18490	Annual Increment
01.08.2010	14650	4400	19050	Annual Increment
01.08.2011	15230	4400	19630	Annual Increment
07.08.2011	15820	4600	20420	4 year ACP
01.12.2011	15820	5000	20820	Re-Revision
01.08.2012	16450	5000	21450	Annual Increment
01.08.2013	17100	5000	22100	Annual Increment
01.08.2014	17770	5000	22770	Annual Increment
01.08.2015	18460	5000	23460	Annual Increment
23460*2.25=52785				

Method -2: Notional Pay as on 31.12.2015

Date	Pay in Pay Band	Grade Pay	Basic Pay	Remarks
07.08.2007	13020	4400	17420	Initial Pay
01.08.2008	13550	4400	17950	Annual Increment
01.08.2009	14090	4400	18490	Annual Increment
01.08.2010	14650	4400	19050	Annual Increment
01.08.2011	15230	4400	19630	Annual Increment
07.08.2011	15820	4600	20420	4 year ACP
01.08.2012	16440	4600	21040	Annual Increment
01.08.2013	17080	4600	21680	Annual Increment
01.08.2014	17740	4600	22340	Annual Increment
01.08.2015	18420	4600	23020	Annual Increment

23020*2.59= 59621.8 rounded to nearest Rupee i.e. Rs.59622

If the Government employee chooses the multiplication factor of 2.59 as on 01.01.2016, the revised pay will be fixed at level corresponding to Rs.4600 Grade Pay in the Pay Matrix i.e. Level 14 [as per Rule7-(V)]
 Revised Pay in Pay Matrix (either equal to or next higher to 59622 in Level 14 as per rule 7-V) as on 01.01.2016: **60400**

Pay Band (5th PPC)	10300-34800
Grade Pay	4600
Level (6th PPC)	14
Cell 1	47600
Cell 2	49000
Cell 8	58600
Cell 9	60400
Cell 10	62200

Illustration-12**[See Rule 7 (V)]**

A Government Employee was appointed on 07.08.2007 in the scale of 5910-20200+1900 Grade Pay
(Pay re-revised in 2011)

1	Date of Joining	07.08.2007
2	Pay Band as per 5th PPC	PB-2 (5910-20200)
3	Grade Pay as per 5th PPC	Rs.1900
4	Pay Band after re-revision in the year 2011	PB-2 (5910-20200) PB-3(10300-34800)
5	Grade Pay after re-revision in the year 2011	Rs.2400 as on 01.10.2011 Rs.3200 as on 01.12.2011
6	Level corresponding Rs.1900 Grade Pay as per 6th PPC	Level-3

Method-1: Pay drawn as on 31.12.2015

Date	Pay in Pay Band	Grade Pay	Basic Pay	Remarks
07.08.2007	5910	1900	7810	Initial Pay
01.08.2008	6150	1900	8050	Annual Increment
01.08.2009	6400	1900	8300	Annual Increment
01.08.2010	6650	1900	8550	Annual Increment
01.08.2011	6910	1900	8810	Annual Increment
07.08.2011	7180	1950	9130	4 year ACP
01.10.2011	7480	2400	9880	Re-Revision
01.12.2011	10300	3200	13500	Re-Revision
01.12.2012	10710	3200	13910	Annual Increment
01.12.2013	11130	3200	14330	Annual Increment
01.12.2014	11560	3200	14760	Annual Increment
01.12.2015	12010	3200	15210	Annual Increment
15210*2.25= 34222.50 rounded to nearest Rupee i.e. Rs.34223				

Method -2: Notional Pay as on 31.12.2015

Date	Pay in Pay Band	Grade Pay	Basic Pay	Remarks
07.08.2007	5910	1900	7810	Initial Pay
01.08.2008	6150	1900	8050	Annual Increment
01.08.2009	6400	1900	8300	Annual Increment
01.08.2010	6650	1900	8550	Annual Increment

01.08.2011	6910	1900	8810	Annual Increment
07.08.2011	7180	1950	9130	4 year ACP
01.08.2012	7460	1950	9410	Annual Increment
01.08.2013	7750	1950	9700	Annual Increment
01.08.2014	8050	1950	10000	Annual Increment
01.08.2015	8350	1950	10300	Annual Increment
10300*2.59= 26677				

If the Government employee chooses the multiplication factor of 2.25 as on 01.01.2016, the revised pay will be fixed at level corresponding to Rs.1950 Grade Pay in the Pay Matrix i.e. Level 4 [as per Rule7-(V)]	Pay Band (5th PPC)	5910-20200
	Grade Pay	1950
	Level (6th PPC)	4
	1	20600
	2	21200
Revised Pay in Pay Matrix (either equal to or next higher to Rs.34223 in Level 4 as per rule 7-V) as on 01.01.2016: 35100	18	34100
	19	35100
	20	36200

Illustration-13**[See Rule 10]****Increment in Pay Matrix**

Increment in Pay Matrix	Pay Band 5910-20200		
	Grade Pay	2400	2800
A Government employee drawing Basic Pay of Rs.28000 in level 6 will move vertically down the same Level in the Cells and on grant of increment, his Basic Pay will be 28800 in Level 6.	Level (6th PPC)	6	7
	Cell 1	25600	28900
	Cell 2	26400	29800
	Cell 3	27200	30700
	Cell 4	28000	31600
		↓	
	Cell 5	28800	32500
	Cell 6	29700	33500

Illustration-14**[See Rule 12 (iii)]**

A Government Employee draws Basic Pay of Rs.58400 in Level 13 of 6th PPC on 01-08-2016. His date of increment is 1st day of July every year. He got promotion on 17-08-2016 in Level 16 of 6th PPC. He opt fixation of Pay in the higher level from date of promotion.

1	Level in the revised pay structure : Level 13	Grade Pay	4400	5000
2	Basic pay in the revised pay structure : Rs.58400	Level	13	16
3	Granted promotion in Level 16	Cell 1	46000	48700
4	Pay after giving 1 increment in Level 13 : Rs.60200	Cell 2	47400	50200
5	Pay in the upgrade of level i.e. Level 16 on 17-08-2016 (either equal to or next higher to Rs.60200 in Level 16) : Rs.61700	Cell 8	56700	59900
6	Pay from the date of promotion (i.e. 17.08.2016) till date of next increment is Rs.61700	Cell 9	58400	61700
7	Next date of increment is 01-08-2017	Cell 10	60200	63600
		Cell 11	62000	65500
		Cell 12	63900	67500

Illustration-15**[See Rule 12 (iv)]**

A Government employee draws Pay of Rs.58400 in Level 13 of 6th PPC on 01-08-2016. His date of increment is 1st day of August every year. He got promotion on 17-05-2017 in Level 16 of 6th PPC. He opts to get his pay fixed from the date of next increment accruing in the level of the post from which he is promoted.

1	Level in the revised pay structure : Level 13	Grade Pay	4400	5000
2	Basic pay in the revised pay structure : Rs.58400	Level	13	16
3	Granted promotion in Level 16	Cell 1	46000	48700
4	Pay in the upgrade of level i.e. Level 16 on date of promotion (i.e. 17-05-2017) (either equal to or next higher to Rs.58400 in Level 16) : Rs.59900	Cell 2	47400	50200
5	Pay from date of promotion (i.e. 17.05.2017) to date of next increment i.e. Rs.59900	Cell 8	56700	59900
6	Pay after giving 2 increments in Level 13 on date of increment i.e. 01.08.2017 : Rs.62000	Cell 9	58400	61700
7	Pay in the upgrade level i.e. Level 16 on 01-08-2017 : 63600 (either equal to or next higher to Rs.62000 in Level 16) : Rs.63600	Cell 10	60200	63600
8	Next date of increment is 01-08-2018	Cell 11	62000	65500
		Cell 12	63900	67500

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